

# **ANNUAL CENSUS Of EMPLOYEES IN THE STATE CIVIL SERVICE**



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**2002 - 2004  
Fiscal Years**

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**Prepared for the  
Governor and the  
Legislature**

**By the  
State Personnel Board**

November 2004

**ANNUAL CENSUS  
of  
EMPLOYEES  
in the  
STATE CIVIL SERVICE**

**2002-2004 FISCAL YEARS**



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**November 2004**

**TABLE OF CONTENTS**

	<b><u>Page No.</u></b>
I. Purpose of Report.....	1
II. Summary .....	1-2
III. State Workforce Representation..... (June 30, 1996 to June 30, 2004)	3
IV. Racial, Gender, and Disabled Representation in State Departments With 50 or More Employees (Fiscal Years 2003 and 2004).....	4-9
V. Racial, Gender, and Disabled Representation by Occupational Group (Fiscal Years 2003 and 2004) .....	10-11
VI. Annual Salary Distribution of All Employees by Gender and Racial Group Within Salary Increment (Fiscal Years 2003 and 2004) .....	12
VII. Appointment and Promotional Rates for all Employees (Fiscal Years 2003 and 2004) .....	13-14
VIII. Employment Goals for People With Disabilities (Fiscal Years 2003 and 2004).....	15-17
IX. Upward Mobility Appointments (Fiscal Years 2003 and 2004) .....	18-19
X. 14 Major Job Categories and Classification Examples .....	20-22

## **PURPOSE OF REPORT**

The State Personnel Board (SPB) has prepared this report in compliance with California Government Code Sections 19237, 19405, 19705, 19792.5(b), and 19793 to inform the Governor and the Legislature about the composition of the state civil service workforce.

The tables on the following pages provide data on overall statewide racial/ethnic, gender, and disabled representation for all full time, part time, and intermittent civil service employees from June 1996 through June 2004; statewide composition among the major occupational group categories used in the state civil service; appointment and promotional rates over the past two fiscal years; information regarding the salary distribution of employees by gender and racial/ethnic group; and employment goals for persons with disabilities as well as Upward Mobility appointments. The source of all data is the State Controller's employment history database.

This report may be viewed or printed from the SPB's Web site on the Internet at <http://www.spb.ca.gov/civilrights/statistics.htm>. Persons without access to the Internet may contact the SPB to request copies at (916) 653-1621.

## **SUMMARY**

Between June 30, 2003, and June 30, 2004, the state civil service workforce decreased by 6,102 employees (2.8%), from 215,677 to 209,575. This was primarily the result of state budget reductions, elimination of vacant positions, and a freeze on hiring. During this period, the most significant changes in workforce representation occurred for Whites and Hispanics. Whites decreased by 0.7%, from 53.0% to 52.3%, while Hispanics increased by 0.3%, from 19.7% to 20.0%.

Representation of other groups changed as follows: Filipinos gained 0.2%, increasing from 5.4% to 5.6%; persons with disabilities declined by 0.2%, from 7.7% to 7.5%; Women declined 0.2%, from 47.4% to 47.2%. There was no change in the representation of African Americans (11.1%), Asians (7.7%), Pacific Islanders (0.5%) or American Indians (0.3%).

Government Code Sections 19795 and 19797, require that state departments annually conduct an analysis to identify any statistically significant underutilization of racial/ethnic or gender groups that might indicate discriminatory employment practices. This workforce analysis is required of all State departments with fifty or more employees and is due in July of each year. State workforce representation in each department is compared with California relevant labor force representation in over 200 occupational categories. (A list of the major occupational groups used for statistical reporting is cited at the conclusion of this report.) Where there is significant underutilization identified, departments must examine their recruitment, selection, hiring, and other employment practices to determine whether any non-job-related employment barriers are causing the underutilization. When unlawful employment barriers are identified, departments must take action to eliminate them. This process is undertaken to ensure that federal and state non-discrimination and equal employment opportunity legal requirements are met.

Government Code Section 19232 requires State departments to establish employment goals for persons with disabilities. As of June 30, 2004, there were 15,689 state employees with disabilities (7.5%). California labor force representation is estimated to be 16.6%. To achieve labor force parity, the State needs to employ 19,100 more persons with disabilities. Information on employment goals and the underutilization of persons with disabilities in state departments are included on pages 15-17 of the report.

During the 2003-04 fiscal year, there were 56,393 state employees in the traditionally low-paying occupations that qualified for the state Upward Mobility program\*. Of these, 1,127 (1.9%) advanced during the year to entry professional, technical, or administrative positions, thereby achieving the objective of the Upward Mobility statutes. Upward mobility advancement is derived by determining the number of appointments from classes in low-paying occupational groups to professional, technical, and administrative positions. This compares with the 2002-03 fiscal year, when 2,883, out of 59,009 eligible employees (4.8%) achieved an Upward Mobility objective. The 2.9% decline in upward mobility appointments is primarily due to the state's hiring freeze, elimination of vacant positions and budget constraints and parallels the downsizing of the state workforce, which declined by 2.8%.

\* As defined in State Personnel Board Regulation 547.82 (f), "Low-Paying Occupations" mean the following groups of classifications identified in the California Civil Service Pay Scales (Pay Scales), 50<sup>th</sup> Edition, as published by the California Department of Personnel Administration: Horticulture; Office and Allied Services; Custodian and Domestic Services; Mechanical and Construction Trades; and bridging and career development classifications in other occupational areas.

## OVERALL REPRESENTATION

The following provides data on statewide representation for all employees in the state civil service. Changes in representation from June 30, 1996, to June 30, 2004, are displayed for all groups in the following table:

### STATE WORKFORCE REPRESENTATION June 30, 1996 to June 30, 2004

Group	Prior to Prop. 209 6/30/96	After Prop. 209 – Last Five Years					% Change 6/96-6/04
		6/30/00	6/30/01	6/30/02	6/30/03	6/30/04	
White	58.0%	55.1%	54.4%	53.6%	53.0%	52.3%	-5.7%
African American	11.5%	11.3%	11.1%	11.2%	11.1%	11.1%	-0.4%
Hispanic	17.4%	18.7%	19.0%	19.3%	19.7%	20.0%	2.6%
Asian	6.1%	7.0%	7.2%	7.5%	7.7%	7.7%	1.6%
Filipino	4.2%	4.8%	5.1%	5.3%	5.4%	5.6%	1.4%
American Indian	0.3%	0.3%	0.3%	0.3%	0.3%	0.3%	0.0%
Pacific Islander	0.4%	0.4%	0.4%	0.5%	0.5%	0.5%	0.1%
Other	2.2%	2.4%	2.4%	2.4%	2.4%	2.3%	0.1%
Men	52.6%	52.6%	52.6%	52.4%	52.6%	52.8%	0.2%
Women	47.4%	47.4%	47.4%	47.6%	47.4%	47.2%	-0.2%
Disabled	7.3%	7.4%	7.0%	7.6%	7.7%	7.5%	0.2%
Total Employees	193,404	208,433	217,066	219,075	215,677	209,575	

**Racial, Gender, and Disabled Representation in State Departments With 50 or More Employees****As of June 30, 2004**

<b>89 Departments (50 or More Employees)</b>	<b>Total Employees</b>	<b>% White</b>	<b>% Afr.Am</b>	<b>% Hisp</b>	<b>% Asian</b>	<b>% Filipino</b>	<b>% Am.Ind</b>	<b>% Pac.Isl</b>	<b>% Other</b>	<b>% Male</b>	<b>% Female</b>	<b>% Disabled</b>
Aging	112	69.6	9.8	10.7	4.5	0.9	0	0.9	3.6	28.6	71.4	17.9
Agricultural Associations	589	62.5	3.1	22.6	0.7	1.4	0.2	0.0	9.7	54.7	45.3	7.5
Air Resources Board	959	56.5	5.9	13.3	19.1	2.3	0.2	0.3	2.3	62.7	37.3	7.8
Alcohol & Drug Programs	298	58.4	13.4	13.8	8.4	2.7	0.0	1.3	2.0	30.5	69.5	12.4
Alcohol Beverage Control	403	54.1	8.2	25.3	7.2	4.0	0.0	0.0	1.2	42.2	57.8	5.7
Audits, Bureau of State	117	70.1	5.1	10.3	12	1.7	0.0	0.0	0.9	47.0	53.0	6.0
Boating & Waterways	76	57.9	5.3	19.7	3.9	5.3	0.0	0.0	7.9	51.3	48.7	10.5
California Bay Delta Authority	56	75.0	5.4	8.9	1.8	5.4	0.0	0.0	3.6	23.2	76.8	8.9
Child Support Services	282	60.3	9.2	16.3	8.2	2.8	0.7	0.4	2.1	26.2	73.8	16.0
Coastal Commission	151	68.2	6.0	8.6	6.0	8.6	0.0	1.3	1.3	38.4	61.6	3.3
Coastal Conservancy	59	72.9	6.8	8.5	10.2	1.7	0.0	0.0	0.0	37.3	62.7	3.4
Community Services & Dev	91	40.7	15.4	23.1	11.0	4.4	1.1	1.1	3.3	34.1	65.9	23.1
Community Colleges	127	56.7	10.2	15.0	15.0	0.8	0.0	0.0	2.4	37.0	63.0	18.1
Comp Insurance Fund, State	9,703	41.5	9.9	19.6	10.9	14.9	0.3	0.5	2.3	31.3	68.7	8.6
Conservation	563	69.3	5.0	11.5	8.3	2.8	0.4	0.2	2.5	55.6	44.4	9.6
Conservation Corps	332	47.3	9.3	16.3	1.8	1.2	0.9	0.6	22.6	58.7	41.3	11.7
Consumer Affairs	3,533	62.6	10.4	15.3	5.8	3.5	0.2	0.3	1.9	37.4	62.6	15.8
Controller, Office of State	1,049	51.9	10.6	15.8	13.7	5.0	0.4	0.7	2.0	38.7	61.3	11.2
Corporations	220	43.2	13.2	14.5	15.5	10.5	0.5	0.9	1.8	35.9	64.1	14.5
Corrections, Board of	55	72.7	3.6	10.9	7.3	0.0	0.0	0.0	5.5	38.2	61.8	21.8
Corrections	46,863	51.5	13.0	26.8	2.5	3.0	0.3	0.5	2.4	67.4	32.6	3.3
Developmental Disabilities	88	69.3	11.4	8.0	2.3	4.5	0.0	1.1	3.4	20.5	79.5	13.6
Developmental Services	9,164	41.7	11.3	17.9	7.8	18.6	0.3	0.4	2.0	36.1	63.9	5.8
Education	1,967	59.0	10.5	16.1	8.5	3.1	0.2	0.7	2.0	33.2	66.8	16.8
Emergency Services	430	76.3	6.5	10.5	2.6	0.9	0.2	0.7	2.3	44.7	55.3	9.1
Employment Development	9,005	39.5	15.6	26.7	10.9	4.7	0.3	0.5	1.8	32.6	67.4	13.2
Energy Res Consv & Dev	455	70.5	6.4	7.9	8.8	1.8	0.2	0.2	4.2	56.9	43.1	14.9
Environ Hlth Hazard Assmt	115	67.0	7.0	9.6	12.2	2.6	0.0	0.0	1.7	45.2	54.8	16.5
Equalization	3,522	49.4	9.4	19.1	13.8	5.3	0.2	0.6	2.3	41.0	59.0	10.4
Expo & State Fair	638	65.8	13.6	11.6	3.4	1.3	0.5	0.3	3.4	65.5	34.5	3.6

## Racial, Gender, and Disabled Representation in State Departments With 50 or More Employees

As of June 30, 2004

89 Departments (50 or More Employees)	Total Employees	% White	% Afr.Am	% Hisp	% Asian	% Filipino	% Am.Ind	% Pac.Isl	% Other	% Male	% Female	% Disabled
Fair Employ & Housing	198	25.8	29.3	31.8	5.6	5.6	0.0	1.0	1.0	28.8	71.2	15.7
Fair Political Practice	58	75.9	5.2	13.8	5.2	0.0	0.0	0.0	0.0	41.4	58.6	24.1
Finance	383	65.3	8.9	8.9	11.2	3.7	0.0	0.3	1.8	44.1	55.9	11.5
Financial Institutions	192	40.6	13.5	10.4	20.8	11.5	0.0	0.5	2.6	54.2	45.8	12.5
Fish & Game	2,750	78.0	2.0	10.1	4.3	1.5	0.5	0.3	3.1	60.3	39.7	5.1
Food & Agriculture	2,279	56.3	3.4	24.9	9.3	2.6	0.4	0.6	2.4	56.7	43.3	6.1
Forestry & Fire Protection	6,166	75.3	2.5	14.9	2.0	0.9	0.7	0.3	3.4	83.3	16.7	3.7
Franchise Tax Board	6,855	45.2	14.8	19.0	12.6	4.8	0.4	0.9	2.2	33.1	66.9	9.5
General Services	3,916	49.3	14.5	19.9	9.6	4.3	0.3	0.6	1.7	63.4	36.6	6.8
Hlth & Hum Svs Data Center	489	59.7	9.4	12.7	14.9	1.2	0.0	1.0	1.0	47.6	52.4	10.0
Health Plan & Dev Statewide	347	61.7	5.5	9.5	18.2	2.0	0.3	0.3	2.6	52.4	47.6	7.5
Health Services	5,503	52.6	11.9	15.0	11.4	6.4	0.2	0.5	1.9	31.8	68.2	10.6
CA Highway Patrol	9,946	67.8	6.0	19.1	3.3	2.1	0.6	0.6	0.6	75.9	24.1	7.1
Horse Racing Board	50	66.0	4.0	22.0	6.0	0.0	0.0	0.0	2.0	62.0	38.0	28.0
Housing & Comm Dev	470	61.1	8.5	19.8	5.3	3.0	0.6	0.4	1.3	38.3	61.7	12.6
Housing Finance Agency	241	58.5	13.7	10.4	14.1	2.1	0.0	0.0	1.2	32.8	67.2	10.4
Industrial Relations	2,210	44.8	10.0	19.6	9.5	13.4	0.1	0.3	2.3	39.4	60.6	7.3
Insurance	1,174	44.0	13.5	14.5	14.1	11.1	0.1	0.3	2.6	46.9	53.1	9.4
Integrated Waste Mgmt	402	70.6	6.5	10.4	7.5	1.7	0.2	0.7	2.2	41.3	58.7	10.2
Justice	4,999	56.6	9.5	16.9	10.0	4.6	0.3	0.5	1.6	39.8	60.2	10.2
State Lands Comm	198	73.7	3.5	10.1	8.1	3.0	0.0	1.0	0.5	63.1	36.9	10.1
Leg Counsel Bureau	574	52.8	14.3	15.3	12.9	1.9	0.3	0.7	1.7	51.6	48.4	7.5
Library, California State	164	72.6	7.9	11.6	6.1	0.6	0.0	0.0	1.2	29.9	70.1	15.2
Lottery	554	53.4	10.6	20.0	10.3	3.6	0.4	0.0	1.6	50.7	49.3	6.5
Managed Care	281	56.6	13.2	15.7	8.2	2.1	0.4	1.4	2.5	37.7	62.3	12.1
Managed Risk Med Ins Prog	56	41.1	8.9	28.6	10.7	3.6	1.8	0.0	5.4	32.1	67.9	7.1
Mental Health	8,328	46.4	15.2	15.2	5.8	15.3	0.2	0.3	1.5	41.4	58.6	6.4
Military	224	72.8	7.6	13.8	1.8	0.9	0.4	0.4	2.2	69.2	30.8	8.5
Motor Vehicles	8,760	33.1	19.9	30.3	7.8	5.4	0.3	0.7	2.3	25.5	74.5	10.6
Parks & Recreation	5,025	77.9	2.5	12.4	2.3	1.2	0.8	0.3	2.7	57.4	42.6	6.9



**Racial, Gender, and Disabled Representation in State Departments With 50 or More Employees****As of June 30, 2004**

<b>89 Departments (50 or More Employees)</b>	<b>Total Employees</b>	<b>% White</b>	<b>% Afr.Am</b>	<b>% Hisp</b>	<b>% Asian</b>	<b>% Filipino</b>	<b>% Am.Ind</b>	<b>% Pac.Isl</b>	<b>% Other</b>	<b>% Male</b>	<b>% Female</b>	<b>% Disabled</b>
Peace Officer Stds & Tng	109	74.3	5.5	7.3	7.3	4.6	0.0	0.0	0.9	48.6	51.4	11.9
Personnel Administration	187	59.4	12.3	14.4	8.6	3.2	0.5	0.5	1.1	27.8	72.2	14.4
Personnel Board	148	57.4	12.8	18.9	5.4	2.0	0.7	0.7	2.0	27.7	72.3	17.6
Pesticide Regulation	335	61.5	4.8	11.3	16.1	3.3	0.3	0.3	2.4	49.0	51.0	13.7
Prison Industry Authority	633	62.7	7.0	18.2	4.3	2.7	0.6	0.5	4.1	64.8	35.2	10.7
Prison Terms	167	58.7	11.4	19.8	6.0	2.4	0.0	0.6	1.2	41.3	58.7	10.2
Pub Employ Retire Sys	1,614	56.3	8.4	15.4	14.0	3.1	0.2	0.8	1.8	33.7	66.3	5.9
Pub Utilities	817	49.3	9.9	9.3	18.8	10.5	0.0	0.2	1.8	51.9	48.1	8.2
Public Defender	74	70.3	13.5	9.5	2.7	1.4	1.4	0.0	1.4	40.5	59.5	9.5
Real Estate	345	50.7	14.2	14.8	9.9	7.0	0.6	1.4	1.4	33.0	67.0	15.9
Rehabilitation	1,952	51.1	12.2	20.5	7.9	5.3	0.2	0.1	2.6	29.6	70.4	15.4
Science Center, California	116	19.0	49.1	25.0	1.7	3.4	0.0	0.9	0.9	72.4	27.6	6.0
Secretary of State	441	53.3	11.1	14.5	9.8	5.9	0.2	0.7	4.5	25.6	74.4	12.9
Social Services	3,800	46.4	17.3	18.1	9.2	6.8	0.1	0.3	1.8	28.6	71.4	9.9
Student Aid Commission	190	55.8	11.6	20.0	6.8	2.1	0.0	0.5	3.2	33.2	66.8	18.4
Teacher Credentialing	173	56.1	11.6	17.9	8.7	4.0	0.0	0.0	1.7	24.9	75.1	8.1
Teachers' Retire System	595	56.3	13.6	15.1	9.2	1.8	0.2	0.8	2.9	30.8	69.2	10.8
Teale Data Ctr., Stephen P.	356	54.8	7.0	13.8	15.2	5.6	0.0	0.3	3.4	50.6	49.4	10.4
Toxic Substance Control	951	53.5	8.9	12.1	15.9	6.1	0.3	0.1	3.0	51.0	49.0	11.5
Transportation	21,289	52.1	7.8	15.3	15.8	4.8	0.5	0.4	3.3	73.8	26.2	7.5
Treasurer	213	56.8	8.5	11.3	16.4	5.2	0.5	0.5	0.9	43.2	56.8	15.0
Unemployment Ins Appeals	640	53.0	9.8	24.5	5.6	5.0	0.3	0.6	1.1	30.2	69.8	10.3
Veterans Affairs	1,467	42.9	9.9	18.2	3.1	23.9	0.1	0.3	1.6	32.7	67.3	7.4
Victims Comp & Gov Claims	300	51.7	16.0	21.0	5.3	2.3	0.3	0.3	3.0	21.0	79.0	16.7
Water Resources Control	1,463	69.2	4.6	9.0	10.7	2.9	0.3	0.2	3.0	52.5	47.5	7.0
Water Resources	2,577	63.1	5.8	15.0	9.4	2.3	0.2	0.6	3.6	66.5	33.5	7.9
Youth Authority	4,088	43.6	19.8	25.8	4.0	3.9	0.2	0.4	2.3	61.0	39.0	4.8
<b>TOTALS</b>	<b>208,854</b>	<b>52.3</b>	<b>11.1</b>	<b>20.0</b>	<b>7.7</b>	<b>5.6</b>	<b>0.3</b>	<b>0.4</b>	<b>2.3</b>	<b>52.8</b>	<b>47.2</b>	<b>7.5</b>

**Racial, Gender, and Disability Representation in State Departments With 50 or More Employees****As of June 30, 2003**

<b>89 Departments (50 or More Employees)</b>	<b>Total Employees</b>	<b>% White</b>	<b>% Afr.Am</b>	<b>% Hisp</b>	<b>% Asian</b>	<b>% Filipino</b>	<b>% Am.Ind</b>	<b>% Pac.Isl</b>	<b>% Other</b>	<b>% Male</b>	<b>% Female</b>	<b>% Disabled</b>
Aging	135	68.9	9.6	9.6	6.7	1.5	0.0	0.7	3.0	28.9	71.1	18.5
Agricultural Associations	623	64.4	2.6	21.3	0.5	1.3	0.2	0.0	9.8	54.7	45.3	7.5
Air Resources Board	1,001	56.7	6.1	12.8	19.1	2.4	0.2	0.3	2.4	62.0	38.0	7.8
Alcohol & Drug Programs	295	59.0	13.9	14.2	7.1	2.4	0.0	1.4	2.0	28.8	71.2	12.2
Alcohol Beverage Control	419	54.9	8.6	23.9	7.6	3.8	0.0	0.0	1.2	43.2	56.8	6.4
Audits, Bureau of State	118	70.3	5.1	9.3	11.9	2.5	0.0	0.0	0.8	47.5	52.5	7.6
Boating & Waterways	84	59.5	6.0	19.0	3.6	4.8	0.0	0.0	7.1	54.8	45.2	11.9
Child Support Services	190	60.5	8.9	17.9	7.4	2.1	1.6	0.5	1.1	24.2	75.8	15.3
Coastal Commission	163	68.7	6.1	8.6	6.1	8.0	0.0	1.2	1.2	38.0	62.0	3.7
Coastal Conservancy	59	72.9	6.8	8.5	10.2	1.7	0.0	0.0	0.0	35.6	64.4	3.4
Community Services & Dev	94	43.6	14.9	21.3	10.6	4.3	1.1	1.1	3.2	33.0	67.0	23.4
Community Colleges	168	57.7	10.1	14.3	14.3	0.6	0.0	0.6	2.4	34.5	65.5	18.5
Comp Insurance Fund, State	8,432	42.1	9.9	19.6	10.8	14.7	0.2	0.5	2.3	30.3	69.7	9.0
Conservation	597	69.0	4.7	12.1	8.4	2.5	0.3	0.3	2.7	55.3	44.7	10.1
Conservation Corps	413	46.5	9.2	16.7	1.5	1.2	0.7	0.5	23.7	55.2	44.8	13.1
Consumer Affairs	4,344	62.8	10.2	15.4	5.6	3.3	0.1	0.4	2.1	35.8	64.2	14.3
Controller, Office of State	1,071	52.2	10.6	16.2	13.1	5.0	0.4	0.6	2.0	38.4	61.6	10.9
Corporations	236	45.8	13.6	13.1	14.8	9.7	0.4	0.8	1.7	38.1	61.9	14.4
Corrections, Board of	58	72.4	3.4	10.3	8.6	0.0	0.0	1.7	3.4	34.5	65.5	20.7
Corrections	46,791	52.1	13.1	26.3	2.4	2.9	0.3	0.5	2.5	67.3	32.7	3.4
Criminal Justice Planning	124	58.1	16.1	13.7	7.3	0.8	0.0	0.0	4.0	20.2	79.8	13.7
Developmental Disabilities	95	67.4	12.6	8.4	3.2	4.2	0.0	1.1	3.2	20.0	80.0	7.4
Developmental Services	9,514	42.6	10.9	17.9	7.8	18.1	0.3	0.5	2.0	35.7	64.3	5.8
Education	2,002	60.0	10.1	15.8	8.4	2.9	0.2	0.6	1.8	32.9	67.1	15.8
Emergency Services	442	75.8	8.1	10.2	1.6	1.1	0.2	0.9	2.0	52.0	48.0	8.4
Employment Development	9,747	40.0	15.5	26.3	10.9	4.7	0.3	0.5	1.8	33.0	67.0	13.4
Energy Res Consrv & Dev	472	70.6	6.4	8.1	8.5	1.7	0.2	0.2	4.4	56.6	43.4	15.3
Environ Hlth Hazard Assmt	115	67.0	7.8	8.7	12.2	2.6	0.0	0.0	1.7	44.3	55.7	16.5
Equalization	3,703	50.2	9.2	18.8	13.5	5.2	0.2	0.5	2.3	41.0	59.0	9.5
Expo & State Fair	635	62.8	16.7	11.7	2.8	1.7	0.2	0.6	3.5	64.9	35.1	4.4

**Racial, Gender, and Disability Representation in State Departments With 50 or More Employees****As of June 30, 2003**

<b>89 Departments (50 or More Employees)</b>	<b>Total Employees</b>	<b>% White</b>	<b>% Afr.Am</b>	<b>% Hisp</b>	<b>% Asian</b>	<b>% Filipino</b>	<b>% Am.Ind</b>	<b>% Pac.Isl</b>	<b>% Other</b>	<b>% Male</b>	<b>% Female</b>	<b>% Disabled</b>
Fair Employ & Housing	232	26.3	30.6	28.9	4.7	6.5	0.0	1.3	1.7	28.0	72.0	12.9
Fair Political Practice	68	77.9	4.4	11.8	5.9	0.0	0.0	0.0	0.0	39.7	60.3	22.1
Finance	412	64.3	8.3	9.5	11.7	3.4	0.0	0.5	2.4	44.7	55.3	12.1
Financial Institutions	201	41.3	13.9	10.9	19.4	10.9	0.0	0.5	3.1	51.2	48.8	11.4
Fish & Game	2,997	78.5	2.1	9.9	4.1	1.5	0.6	0.3	3.0	60.1	39.9	5.1
Food & Agriculture	2,490	55.9	3.2	26.7	8.4	2.6	0.3	0.5	2.5	57.2	42.8	6.3
Forestry & Fire Protection	5,921	75.5	2.7	14.7	2.1	0.9	0.6	0.3	3.3	82.2	17.8	4.0
Franchise Tax Board	7,448	45.9	14.6	19.1	12.4	4.5	0.3	0.9	2.3	33.1	66.9	9.8
General Services	4,174	50.0	14.7	19.3	9.3	4.1	0.2	0.6	1.6	63.5	36.5	7.1
Hlth & Hum Svs Data Center	479	59.7	9.6	12.7	14.6	1.3	0.0	1.0	1.0	46.8	53.2	10.0
Health Plan & Dev Statewide	387	59.4	7.2	10.3	17.3	2.1	0.8	0.5	2.3	49.4	50.6	6.5
Health Services	5,660	53.5	11.7	14.9	11.1	6.0	0.2	0.4	2.0	32.2	67.8	10.8
CA Highway Patrol	10,237	68.1	6.1	18.8	3.2	2.0	0.6	0.5	0.7	75.5	24.5	7.5
Horse Racing Board	50	64.0	6.0	20.0	8.0	0.0	0.0	0.0	2.0	60.0	40.0	28.0
Housing & Comm Dev	489	61.6	9.4	18.6	5.3	2.9	0.6	0.4	1.2	38.0	62.0	13.3
Housing Finance Agency	233	56.2	14.6	11.6	14.6	2.1	0.0	0.0	0.9	32.2	67.8	9.9
Industrial Relations	2,327	45.5	9.8	19.2	9.5	13.4	0.1	0.3	2.2	40.6	59.4	7.7
Inspector General	73	65.8	5.5	13.7	12.3	1.4	0.0	0.0	1.4	47.9	52.1	8.2
Insurance	1,208	43.8	13.3	14.5	14.2	11.2	0.1	0.3	2.6	46.6	53.4	8.9
Integrated Waste Mgmt	422	69.7	7.1	10.4	7.3	1.7	0.2	0.9	2.8	40.5	59.5	10.4
Justice	5,244	57.4	9.3	16.6	9.8	4.5	0.3	0.5	1.6	40.0	60.0	10.7
State Lands Comm	204	74.5	3.4	8.8	8.3	2.9	0.0	1.5	0.5	65.2	34.8	9.8
Leg Counsel Bureau	588	53.2	14.1	15.5	12.6	1.9	0.3	0.9	1.5	51.9	48.1	8.0
Library, California State	173	71.1	7.5	12.1	6.4	0.6	0.0	0.0	2.3	29.5	70.5	15.0
Lottery	561	55.4	10.7	18.9	10.0	3.4	0.2	0.0	1.4	50.8	49.2	7.1
Managed Care	293	56.7	14.0	15.4	7.8	2.7	0.3	0.7	2.4	38.2	61.8	12.3
Major Risk Med Ins Prog	62	41.9	9.7	27.4	11.3	3.2	1.6	0.0	4.8	33.9	66.1	6.5
Mental Health	8,452	47.4	15.0	14.7	5.7	15.0	0.2	0.3	1.5	41.5	58.5	6.9
Military	233	72.5	7.3	15.0	1.7	0.4	0.4	0.4	2.1	68.7	31.3	9.0
Motor Vehicles	8,681	34.4	19.4	29.8	7.6	5.3	0.3	0.7	2.4	25.1	74.9	11.3

**Racial, Gender, and Disability Representation in State Departments With 50 or More Employees****As of June 30, 2003**

<b>89 Departments (50 or More Employees)</b>	<b>Total Employees</b>	<b>% White</b>	<b>% Afr.Am</b>	<b>% Hisp</b>	<b>% Asian</b>	<b>% Filipino</b>	<b>% Am.Ind</b>	<b>% Pac.Isl</b>	<b>% Other</b>	<b>% Male</b>	<b>% Female</b>	<b>% Disabled</b>
Parks & Recreation	4,973	78.2	2.5	12.1	2.3	1.3	0.8	0.3	2.7	57.3	42.7	7.2
Peace Officer Stds & Tng	119	76.5	4.2	9.2	5.0	4.2	0.0	0.0	0.8	46.2	53.8	11.8
Personnel Administration	206	60.7	12.1	14.1	7.8	2.9	0.5	0.5	1.5	27.7	72.3	13.1
Personnel Board	158	58.2	15.2	17.7	5.1	1.3	0.6	0.6	1.3	28.5	71.5	14.6
Pesticide Regulation	349	61.3	4.3	11.5	16.6	3.2	0.3	0.3	2.6	49.3	50.7	15.2
Prison Industries Authority	657	63.9	7.0	18.3	3.8	2.3	0.6	0.6	3.5	64.7	35.3	10.8
Prison Terms	171	57.9	10.5	21.6	6.4	1.8	0.0	0.6	1.2	39.2	60.8	11.7
Pub Employ Retire Sys	1,566	57.0	8.4	15.4	13.5	2.8	0.3	0.8	1.8	32.7	67.3	6.1
Pub Utilities	877	49.5	10.3	9.5	18.2	10.4	0.0	0.2	1.9	52.2	47.8	8.2
Public Defender	93	68.8	11.8	12.9	2.2	1.1	1.1	0.0	2.2	37.6	62.4	9.7
Real Estate	319	53.0	13.5	14.4	8.8	6.9	0.3	1.3	1.9	33.2	66.8	17.9
Rehabilitation	2,058	52.0	12.1	20.3	7.8	5.1	0.2	0.1	2.5	29.8	70.2	15.5
Science Center, California	132	19.7	48.5	25.0	1.5	3.0	0.0	0.8	1.5	69.7	30.3	6.8
Secretary of State	417	53.2	12.0	14.1	9.8	5.3	0.2	1.0	4.3	25.4	74.6	8.4
Social Services	4,139	47.3	17.3	17.7	8.9	6.6	0.1	0.3	1.9	28.8	71.2	10.1
Student Aid Commission	194	56.7	11.3	18.6	7.2	2.6	0.0	0.5	3.1	32.5	67.5	18.0
Teacher Credentialing	187	56.1	11.2	18.2	9.1	3.7	0.0	0.0	1.6	24.1	75.9	8.6
Teachers' Retire System	520	56.2	14.2	15.4	7.7	2.1	0.2	0.8	3.5	27.7	72.3	11.5
Teale Data Ctr., Stephen P.	362	56.6	7.2	13.5	13.5	5.5	0.0	0.3	3.3	51.1	48.9	11.0
Toxic Substance Control	985	54.4	8.3	11.8	15.5	6.5	0.3	0.1	3.0	51.8	48.2	11.4
Transportation	22,504	52.7	7.8	15.2	15.5	4.7	0.5	0.4	3.2	73.7	26.3	7.8
Trade & Commerce	88	61.4	6.8	11.4	14.8	1.1	1.1	0.0	3.4	39.8	60.2	9.1
Treasurer	225	60.4	7.1	10.2	16.4	4.9	0.0	0.4	0.4	41.8	58.2	16.4
Unemployment Ins Appeals	625	53.1	10.2	23.2	5.6	5.8	0.5	0.6	1.0	29.8	70.2	11.0
Veterans Affairs	1,643	43.6	11.0	18.6	3.2	21.0	0.0	0.4	2.1	31.2	68.8	7.9
Victims Comp & Gov Claims	308	51.6	16.6	20.1	5.5	2.6	0.3	0.3	2.9	19.8	80.2	17.9
Water Resources Control	1,554	69.4	4.7	8.6	10.8	3.0	0.3	0.2	3.0	52.3	47.7	6.9
Water Resources	2,753	63.5	5.8	14.9	9.0	2.3	0.2	0.5	3.8	65.3	34.7	8.3
Youth Authority	4,611	44.4	19.5	25.4	4.0	3.8	0.2	0.4	2.4	61.4	38.6	5.1
<b>TOTALS</b>	<b>214,932</b>	<b>57.7</b>	<b>10.3</b>	<b>15.7</b>	<b>8.7</b>	<b>4.1</b>	<b>0.3</b>	<b>0.5</b>	<b>2.6</b>	<b>43.6</b>	<b>55.9</b>	<b>10.9</b>

**Statewide Racial, Gender, and Disabled Representation of All Civil Service Employees  
By Occupational Group as of June 30, 2004**

OCCUPATIONAL GROUP	Total Employees	% White	% Afr.Am	% Hisp	% Asian	% Filipino	% Am.Ind	% Pac.Isl	% Other	% Male	% Female	% Disabled
Agriculture & Conservation	14,414	73.1	2.6	14.9	3.7	1.2	0.7	0.3	3.6	72.5	27.5	4.5
Office & Allied Services	34,462	41.6	16.2	24.4	6.7	8.0	0.3	0.7	2.0	16.9	83.1	11.3
Custodian & Domestic Services	4,882	31.6	21.4	25.9	5.1	13.3	0.3	0.5	1.9	55.7	44.3	7.3
Education & Library	2,662	71.5	8.2	13.0	3.6	1.1	0.3	0.2	2.1	58.5	41.5	8.5
Engineering & Allied Services	14,625	52.9	3.8	10.4	23.4	4.8	0.2	0.3	4.3	81.9	18.1	6.5
Fiscal, Management & Staff Services	41,539	54.2	9.8	15.8	12.3	4.9	0.3	0.5	2.1	35.3	63.7	9.6
Legal	3,419	76.0	5.2	8.1	7.2	1.3	0.1	0.2	1.9	55.4	44.6	7.9
Mechanical & Construction Trades	13,781	63.4	7.6	21.1	2.1	2.5	0.7	0.4	2.2	88.9	11.1	7.5
Medicine & Allied Services	16,115	43.7	12.3	13.6	8.6	19.4	0.2	0.3	1.9	36.3	63.7	6.2
State Emergency Disaster Program	166	87.3	0	7.2	1.8	0.6	0.6	0.6	1.8	69.9	30.1	5.4
Regulatory & Public Safety	13,852	63.7	7.4	20.1	4.2	2.4	0.5	0.4	1.3	74.9	25.1	6.8
Social Security & Rehabilitation Group	48,131	47.3	14.7	27.8	3.9	3.2	0.3	0.5	2.3	65.7	34.3	4.9
Broad Band Classifications	308	51.0	13.3	13.0	18.2	2.3	0.0	0.3	1.9	59.4	40.6	7.8
C.E.A. Classifications	1,219	73.3	6.6	10.2	7.2	0.6	0.2	0.2	1.7	61.6	38.4	8.2
TOTAL	209,575	52.3	11.1	20.0	7.7	5.6	0.3	0.5	2.3	52.8	47.2	7.5

**Statewide Racial, Gender, and Disability Representation of All Civil Service Employees  
By Occupational Group as of June 30, 2003**

<b>OCCUPATIONAL GROUP</b>	<b>Total Employees</b>	<b>% White</b>	<b>% Afr.Am</b>	<b>% Hisp</b>	<b>% Asian</b>	<b>% Filipino</b>	<b>% Am.Ind</b>	<b>% Pac.Isl</b>	<b>% Other</b>	<b>% Male</b>	<b>% Female</b>	<b>% Disabled</b>
Agriculture & Conservation	14,492	72.8	2.6	15.1	3.7	1.3	0.6	0.3	3.7	71.9	28.1	4.7
Office & Allied Services	35,848	43.0	15.9	23.9	6.5	7.6	0.3	0.7	2.1	16.7	83.3	11.5
Custodian & Domestic Services	5,027	31.5	22.1	25.4	5.0	13.2	0.2	0.5	2.0	55.6	44.4	7.1
Education & Library	2,939	71.8	8.4	12.6	3.6	1.1	0.6	0.2	2.2	59.0	41.0	8.4
Engineering & Allied Services	15,213	53.3	3.9	10.3	23.2	4.7	0.2	0.3	4.2	82.0	18.0	6.6
Fiscal, Management & Staff Services	43,496	54.8	9.8	15.6	12.0	4.7	0.3	0.5	2.2	35.4	63.6	9.8
Legal	3,406	76.6	5.1	8.0	6.9	1.3	0.1	0.1	1.9	55.8	44.2	8.1
Mechanical & Construction Trades	14,550	63.6	7.7	21.0	2.1	2.4	0.7	0.4	2.2	89.0	11.0	7.8
Medicine & Allied Services	16,508	44.5	12.2	13.5	8.4	18.8	0.2	0.4	2.0	36.2	63.8	6.3
State Emergency Disaster Program	212	84.4	2.4	7.5	2.4	0.5	0.5	0.9	1.4	71.7	28.3	6.1
Regulatory & Public Safety	14,156	64.2	7.5	19.7	4.1	2.3	0.5	0.4	1.3	74.9	25.1	7.2
Social Security & Rehabilitation Group	48,152	47.7	14.9	27.4	3.9	3.1	0.3	0.5	2.3	65.5	34.5	5.0
Broad Band Classifications	412	57.3	11.2	10.9	15.0	2.4	0.0	0.5	2.7	62.6	37.4	7.3
C.E.A. Classifications	1,266	73.2	7.3	9.8	6.8	0.6	0.3	0.2	1.8	62.3	37.7	8.1
<b>TOTAL</b>	<b>215,677</b>	<b>53.0</b>	<b>11.1</b>	<b>19.7</b>	<b>7.7</b>	<b>5.4</b>	<b>0.3</b>	<b>0.5</b>	<b>2.4</b>	<b>52.6</b>	<b>47.4</b>	<b>7.7</b>

**Annual Salary Distribution of All Civil Service Employees by Gender and Racial Group within Salary Increment  
As of June 30, 2003 and June 30, 2004**

<b>SALARY</b>	<b>JUNE 30</b>	<b>Total Count</b>	<b>% Male</b>	<b>% Female</b>	<b>% White</b>	<b>% Afr. Amer.</b>	<b>% Hispanic</b>	<b>% Asian</b>	<b>% Filipino</b>	<b>% American Indian</b>	<b>% Pacific Island</b>	<b>% Other</b>	<b>% Disabled</b>
\$10,001-	2003	4,174	38.4	61.6	44.7	17.0	22.0	7.5	4.3	0.5	1.1	2.7	7.4
\$20,000	2004	3,841	37.4	62.6	43.9	17.3	21.3	7.7	5.3	0.8	1.1	2.6	6.8
\$20,001-	2003	24,582	40.1	59.9	43.1	13.4	23.0	6.2	10.5	0.3	0.6	2.8	7.3
\$30,000	2004	15,218	44.2	55.8	44.8	12.9	21.9	6.3	10.4	0.4	0.5	2.8	6.9
\$30,001-	2003	49,797	36.5	63.5	45.8	13.6	24.7	6.0	6.7	0.4	0.6	2.2	9.1
\$40,000	2004	44,725	32.9	67.1	42.5	14.4	25.0	6.3	8.7	0.3	0.6	2.2	9.3
\$40,001-	2003	36,641	50.3	49.7	52.6	10.7	21.4	7.0	5.1	0.4	0.5	2.3	8.2
\$50,000	2004	35,467	46.3	53.7	51.0	11.6	22.8	6.1	5.1	0.5	0.5	2.3	8.5
\$50,001-	2003	54,648	62.9	37.1	56.5	10.0	18.6	7.2	4.7	0.3	0.4	2.2	6.5
\$60,000	2004	52,870	64.1	35.9	55.2	10.0	21.0	5.9	4.9	0.3	0.4	2.2	5.7
\$60,001-	2003	27,315	67.0	33.0	59.6	9.1	13.7	11.4	2.8	0.2	0.3	2.7	7.5
\$70,000	2004	30,183	60.8	39.2	57.8	8.8	14.5	12.0	3.8	0.3	0.4	2.4	7.9
\$70,001-	2003	10,754	67.8	32.2	65.3	7.3	11.0	12.0	1.8	0.3	0.2	2.1	7.6
\$80,000	2004	16,756	71.6	28.4	61.6	7.6	11.9	13.2	2.4	0.2	0.3	2.8	6.7
\$80,001-	2003	2,947	71.4	28.6	70.7	7.1	10.2	8.4	1.1	0.2	0.1	2.5	7.3
\$90,000	2004	4,807	67.9	32.1	64.9	10.7	12.1	8.9	1.1	0.3	0.1	1.9	6.6
\$90,001-	2003	1,888	60.6	39.4	76.7	5.8	8.3	5.9	1.2	0.1	0.2	1.7	9.3
\$100,000	2004	1,536	67.4	32.6	71.2	8.1	10.9	6.3	0.9	0.1	0.3	2.3	6.2
\$100,000+	2003	2,931	72.8	27.2	67.4	5.9	6.2	14.1	3.8	0.1	0.2	2.3	7.5
	2004	4,172	67.7	32.3	70.4	5.6	6.9	11.8	3.0	0.0	0.1	2.1	8.1
TOTAL	2003	215,677	52.6	47.4	53.0	11.1	19.7	7.7	5.4	0.3	0.5	2.4	7.7
TOTAL	2004	209,575	52.8	47.2	52.3	11.1	20.0	7.7	5.6	0.3	0.5	2.3	7.5

**Appointment and Promotional Rates For All Civil Service Employees**  
**July 1, 2003 Through June 30, 2004**

	<b>New Hires &amp; Rehires<sup>1</sup></b>		<b>Transfers</b>		<b>Promotions</b>		<b>Total</b>
	Employees	%	Employees	%	Employees	%	
White	7,362	54.7	1,113	48.4	2,982	58.9	11,457
African American	1,345	10.0	304	13.2	445	8.8	2,094
Hispanic	2,587	19.2	425	18.5	885	17.5	3,897
Asian	767	5.7	231	10.0	389	7.7	1,387
American Indian	119	0.9	7	0.3	15	0.3	141
Filipino	787	5.9	132	5.7	228	4.5	1,147
Pacific Islander	64	0.5	17	0.7	17	0.3	98
Other Minorities	419	3.1	67	2.9	104	2.1	590
<b>Total</b>	13,450		2,296		5,065		20,811
Women	5,650	42.0	1,470	64.0	2,329	46.0	9,449
Women (Non-Clerical Occupations)	3,676	27.3	928	40.4	1,827	36.1	6,431
Disabled	569	4.2	171	7.4	317	6.3	1,057

1/ Depicts the number and percentages of new hires and rehires only, showing the appointment rates for individuals who were hired from outside the state civil service.



**Appointment and Promotional Rates For All Civil Service Employees**  
**July 1, 2002 Through June 30, 2003**

	<b>New Hires &amp; Rehires<sup>1</sup></b>		<b>Transfers</b>		<b>Promotions</b>		<b>Total</b>
	Employees	%	Employees	%	Employees	%	
White	8,733	53.3	711	47.6	6,205	56.9	15,649
African American	1,653	10.1	232	15.5	1,147	10.5	3,032
Hispanic	3,344	20.4	285	19.1	1,904	17.5	5,533
Asian	1,061	6.5	105	7.0	855	7.8	2,021
American Indian	100	0.6	7	0.4	42	0.4	149
Filipino	928	5.7	101	6.7	462	4.2	1,491
Pacific Islander	118	0.7	11	0.7	59	0.5	188
Other Minorities	456	2.8	39	2.6	223	2.0	718
<b>Total</b>	16,393		1,491		10,897		28,781
Women	6,596	40.2	911	61.0	5,597	51.4	13,104
Women (Non-Clerical Occupations)	4,693	28.6	634	42.5	4,284	39.3	9,611
Disabled	779	4.8	119	7.9	774	7.1	1,672

1/ Depicts the number and percentages of new hires and rehires only, showing the appointment rates for individuals who were hired from outside the state civil service.

## 2003-2004 EMPLOYMENT GOALS FOR PERSONS WITH DISABILITIES

Department	Rep 3/31/04	Deficiency	Goal	Rep 3/31/03	Deficiency	Goal
**Aging	17.4%	No goal required		18.8%	No goal required	
Air Resources Board	7.9%	84	3	7.8%	36	3
Alcohol & Drug Progs	12.1%	14	1	11.9%	No goal required	
**Alcohol Beverage Control	7.8%	17	2	13.5%	No goal required	
**Board of Corrections	18.8%	No goal required		20.0%	No goal required	
**Boating & Waterways	10.4%	5	0	11.9%	No goal required	
**California Science Center	6.6%	12	3	6.7%	6	1
Child Support Services	16.4%	No goal required		14.7%	No goal required	
**Coastal Commission	3.1%	21		3.6%	13	0
Coastal Conservancy	3.6%	7	1	3.3%	5	1
**Community Svs & Dev	21.7%	No goal required		22.7%	No goal required	
Community Colleges	19.1%	No goal required		18.6%	No goal required	
**State Comp Insur Fund	8.7%	739	Pending*	9.1%	No goal required	
**Conservation	9.6%	40	1	10.0%	No goal required	
**Conservation Corps	12.3%	16	0	12.8%	No goal required	
Consumer Affairs	15.9%	No goal required		14.4%	No goal required	
**Controller's Office	10.7%	61	0	11.2%	No goal required	
Corporations	14.5%	No goal required		14.3%	No goal required	
**Corrections	6.1%	1,649	11	10%	No goal required	
Off Crim Justice Plan	Less Than 50 Employees			13.6%	No goal required	
**Developmental Services	7.3%	427	43	11.5%	No goal required	
Education	16.6%	No goal required		15.4%	No goal required	
Off Emergency Services	8.9%	35		8.3%	15	0
Employment Dev Dept	13.3%	No goal required		13.3%	No goal required	
**Energy Commission	14.7%	No goal required		15.7%	No goal required	
**Env Hlth Hazard Asmt	15.9%	No goal required		16.2%	No goal required	
Equalization	10.5%	217	Pending*	7.8%	133	14
Expo & State Fair	4.6%	59	6	4.6%	44	3-4
Fair Employ & Housing	13.6%	No goal required		12.2%	No goal required	
Fair Polit Practice Comm	23.1%	No goal required		22.1%	No goal required	
**Finance	12.2%	16	Pending*	12.3%	No goal required	
Financial Institutions	12.2%	9	0	11.9%	No goal required	
**Fish and Game	5.4%	277	28	5.9%	149	15
**Food and Agriculture	6.5%	220	22	6.6%	118	0
**Forestry	8.5%	85	11	21.3%	No goal required	
**Franchise Tax Board	9.3%	524	50	9.8%	No goal required	
General Services	6.9%	385	17	6.9%	187	17
H & Hu Svs Data Center	10.2%	32	0	10.1%	No goal required	
**Health Services	10.8%	315	32	11.0%	No goal required	
**CA Highway Patrol	12.7%	114	21	25.3%	No goal required	
Horse Racing Board	28.8%	No goal required		26.9%	No goal required	

## 2003-2004 EMPLOYMENT GOALS FOR PERSONS WITH DISABILITIES

Department	Rep 3/31/04	Deficiency	Goal	Rep 3/31/03	Deficiency	Goal
**Housing & Comm Dev	12.8%	18	3	13.3%	No goal required	
Housing Finance Agency	10.1%	15	2	9.6%	No goal required	
**Industrial Relations	7.6%	200	20	7.8%	84	0
Inspector General	Less Than 50 Employees			24.1%	No goal required	
Insurance	9.7%	70	7	5.3%	63	6
**Integ Waste Mgmt Board	9.9%	27	3	10.3%	No goal required	
Justice	11%	252	0	7.5%	182	20
**Leg Counsel Bureau	7.7%	52	5	8.0%	20	7
**Lottery	6.4%	55	2	6.9	26	1-2
**Managed Health Care	12.0%	13	Pending*	12.4%	No goal required	
**Managed Risk Med Ins Bd	7.0%	5	1	7.7%	2	1
**Mental Health	7.6%	373		14.2%	No goal required	
**Military	8.8%	18	Pending*	9.2%	No goal required	
**Motor Vehicles	11.1%	467	Pending*	11.2%	No goal required	
**Parks and Recreation	8.4%	296	30	9.2%	No goal required	
Peace Officer Stds & Trg	12.3%	5	Pending*	11.0%	No goal required	
Personnel Administration	13.6%	No goal required		13.5%	No goal required	
Personnel Board	18.2%	No goal required		15.4%	No goal required	
**Pesticide Regulation	13.6%	No goal required		15.1%	No goal required	
**Prison Industries Auth	12.8%	10	1	25.6%	No goal required	
**Prison Terms	10.9%	6		20.6%	No goal required	
**Pub Employ Retire Syst	6.0%	168	12	6.2%	80	0
Pub Utilities Commission	8.2%	70	8	8.2%	28	0
**Public Defender	9.3%	5	0	9.7%	No goal required	
**Real Estate	16.7%	No goal required		18.2%	No goal required	
Rehabilitation	15.5%	No goal required		15.3%	No goal required	
Secretary of State	12.9%	16	Pending*	7.7%	15	0
**Social Services	10.0%	255	Pending*	10.1%	No goal required	
**State Audit Bureau	4.9%	14	2	7.8%	4	1
State Council on Dev Disab	13.6%	No goal required		8.2%	3	0
**State Lands Comm	10.0%	13	2	10.1%	No goal required	
**State Library	14.8%	No goal required		16.0%	No goal required	
**Student Aid Commission	17.6%	No goal required		19.4%	No goal required	
Off Stwd Hlth Plan & Dev	7.7%	30	3	6.5%	19	2
**Teachers' Retire System	11.0%	33		12.3%	No goal required	
**Teacher Credentialing	8.4%	15	3	8.9%	5	1
**Teale Data Center	10.6%	22	Pending*	11.0%	No goal required	
Toxic Substance Control	11.4%	49	2	11.4%	No goal required	
Tech, Trade and Commerce	Less Than 50 Employees			7.6%	5	0
**Transportation	7.6%	1,964	Pending*	7.8%	819	819
**Treasurer's Office	14.8%	No goal required		16.2%	No goal required	

## 2003-2004 EMPLOYMENT GOALS FOR PERSONS WITH DISABILITIES

Department	Rep 3/31/04	Deficiency	Goal	Rep 3/31/03	Deficiency	Goal
**Unemploy Ins Appeals Bd	10.6%	37	2	10.9%	No goal required	
**Veterans Affairs	7.7%	131	1	7.9%	57	0
Victim's Comp & Gov CI Bd	17.4%	No goal required		17.3%	No goal required	
Water Res Control Board	7.0%	142	5	6.8%	71	5
**Water Resources	8.0%	222		8.2%	90	9
**Youth Authority	7.6%	187	0	10.6%	No goal required	

\*Pending – submitted to the State Personnel Board and currently under review

\*\* Indicates a decline in representation from previous year.

### 2004

No Goals Required: 27 Departments

Goals Required: 61 Departments

### 2003

No Goals Required: 60 Departments

Goals Required: 28 Departments

**Note:** For 2004, a goal is required if departmental representation of persons with disabilities is less than 13.3% (80% of California labor force representation per 2000 Census). For 2003, a goal was required if departmental representation of persons with disabilities was less than 9.0% (80% of California labor force representation per 1990 Census). Eight departments set a "0" goal due to the hiring freeze. Departments with no information in the "Goal" column have not submitted the current year Workforce Analysis to the State Personnel Board.

**UPWARD MOBILITY APPOINTMENTS\***

JULY 1, 2003 TO JUNE 30, 2004

Low Paying Occupational Group		White	Afr Amer	Hisp	Asian	Filip	Amer Indian	Pacific Isl	Other	Total	Men	Women	Disabled
<b>Horticulture</b> [BL00 – BM99]	Eligible Employees	223	29	129	8	5	2	0	9	405	360	45	23
	Upw Mob Appt's	2	0	3	0	0	0	0	0		5	0	0
	%	0.9	0.0	2.33	0.0	0.0	0.0	0.0	0.0		1.39	0.0	0.0
<b>Office &amp; Allied</b> [CA00 – CZ99]	Eligible Employees	15,319	5,872	8,763	2,384	2,831	123	243	735	36,270	6,183	30,087	3,867
	Upw Mob Appt's	310	94	153	49	76	2	3	13		124	576	50
	%	2.02	1.6	1.75	2.06	2.68	1.63	1.23	1.77		2.01	1.91	1.29
<b>Custodial &amp; Domestic</b> [DA00 – DZ99]	Eligible Employees	1,584	1,066	1,287	256	661	13	26	98	4,991	2,762	2,229	322
	Upw Mob Appt's	21	7	9	2	4	0	0	1		27	17	3
	%	1.33	0.66	0.70	0.78	0.61	0.0	0.0	1.02		.98	.76	.93
<b>Mechanical &amp; Construction Trades</b> [PA00 – RZ99]	Eligible Employees	8,918	1,056	2,932	294	351	93	56	314	14,014	12,463	1,551	937
	Upw Mob Appt's	213	24	94	8	11	3	2	6		330	31	27
	%	2.39	2.27	3.21	2.72	3.13	3.23	3.57	1.91		2.65	2.0	2.88
<b>Career Development &amp; Bridging Classes</b> [Various]	Eligible Employees	323	101	160	55	52	4	7	11	713	88	625	86
	Upw Mob Appt's	4	5	4	1	2	0	1	0		0	17	1
	%	1.24	4.95	2.5	1.82	3.85	0.0	14.29	0.0		0.0	2.72	1.16
<b>TOTAL</b>	Eligible Employees	26,367	8,124	13,271	2,997	3,900	235	332	1,167	56,393	21,856	34,537	5,235
	Upw Mob Appt's	550	130	263	60	93	5	6	20	1,127	486	641	81
	%	2.0%	1.6%	1.9%	2.0%	2.3%	2.1%	1.8%	1.7%	1.9%	2.2%	1.8%	1.5%

\*Appointment of an employee from a class in a low paying occupational group to an entry technical, professional, or administrative classification

**UPWARD MOBILITY APPOINTMENTS\***

JULY 1, 2002, TO JUNE 30, 2003

Low Paying Occupational Group		White	Afr Amer	Hisp	Asian	Filip	Amer Indian	Pacific Isl	Other	Total	Men	Women	Disabled
<b>Horticulture</b> [BL00 – BM99]	Eligible Employees	247	32	126	8	5	3	0	9	430	379	51	22
	Upw Mob Appt's	8	0	3	0	1	0	0	1		13	0	2
	%	3.2	0.0	2.4	0.0	20.0	0.0	0.0	11.1		3.4	0.0	9.1
<b>Office &amp; Allied</b> [CA00 – CZ99]	Eligible Employees	16,520	6,041	8,967	2,404	2,798	111	252	795	37,888	6,373	31,515	4,125
	Upw Mob Appt's	821	284	404	103	134	7	13	34		312	1,488	165
	%	4.9	4.7	4.5	4.2	4.7	6.3	5.1	4.2		4.9	4.7	4.0
<b>Custodial &amp; Domestic</b> [DA00 – DZ99]	Eligible Employees	1,630	1,135	1,299	258	678	12	26	106	5,144	2,847	2,297	329
	Upw Mob Appt's	26	8	21	1	5	0	1	3		36	29	5
	%	1.6	0.7	1.6	0.3	0.7	0.0	3.8	2.8		1.2	1.2	1.52
<b>Mechanical &amp; Construction Trades</b> [PA00 – RZ99]	Eligible Employees	9,457	1,135	3,084	304	352	95	56	331	14,814	13,193	1,621	1,029
	Upw Mob Appt's	572	88	208	32	28	6	6	14		846	108	56
	%	6.0	7.7	6.7	10.5	7.9	6.3	10.7	4.2		6.4	6.6	5.4
<b>Career Development &amp; Bridging Classes</b> [Various]	Eligible Employees	344	98	153	54	64	3	6	11	733	91	642	94
	Upw Mob Appt's	27	9	7	3	4	0	0	1		8	43	4
	%	7.8	9.1	4.5	5.5	6.2	0.0	0.0	9.0		8.7	6.7	4.2
<b>TOTAL</b>	Eligible Employees	28,198	8,441	13,629	3,028	3,897	224	340	1,252	59,009	22,883	36,126	5,599
	Upw Mob Appt's	1,454	389	643	139	172	13	20	53	2,883	1,215	1,668	232
	%	5.1%	4.6%	4.7%	4.5%	4.4%	5.8%	5.8%	4.2%	4.8%	5.3%	4.6%	4.1%

\*Appointment of an employee from a class in a low paying occupational group to an entry technical, professional, or administrative classification

## **14 MAJOR JOB CATEGORIES and CLASSIFICATION EXAMPLES**

### **AGRICULTURE AND CONSERVATION:**

Agriculture Administration, Standardization and Inspection, Compliance, Dairy Industry, Agriculture Economics, Animal Industry, Plant Industry, Environmental Specialists, Food Production, Horticulture, Fish and Game, Parks and Recreation, Forest Protection

Agricultural Inspector, Veterinary Medical Officer, Dairy Foods Specialist, Plant Quarantine Inspector, Environmental Research Scientist, Waste Management Specialist, Groundskeeper, Fish Culturalist, Fish & Wildlife Assistant, State Park Ranger, Lifeguard, Forester, Fire Apparatus Engineer, Fire Fighter

### **OFFICE AND ALLIED SERVICES:**

General Office Services, Typing, Stenography and Secretarial, Payroll, Personnel-Clerical, Machine Operations, Storekeeping, Communications, Fiscal-Clerical, Miscellaneous Office Services and Allied

Office Services Manager/Supervisor, Office Technician Typing/General, Office Assistant Typing/General, Tax Program Assistant, Seasonal Clerk, Word Processing Technician, Hearing Reporter, Secretary, Examination Proctor, Key Data Operator, Account Clerk, Health Record Technician, Motor Vehicle Field Representative

### **CUSTODIAN AND DOMESTIC SERVICES:**

Custodial and Protective, Personal Services, Laundry Services, Food Services

Security Guard, Janitor, Seamer, Laundry Worker, Public Health Nutrition Consultant, Clinical Dietitian, Supervising Cook, Food Service Worker

### **EDUCATION AND LIBRARY:**

Teaching, Education and Administration, Arts, Library

Teacher, Vocational Instructor, Education Program Consultant, Special Education Consultant, Institution Artist/Facilitator, Librarian

### **ENGINEERING AND ALLIED SERVICES:**

Engineering-Technical, Civil Engineering, Valuation and Utilities Engineering, Mechanical and Electrical Engineering, Mining, Petroleum and Geology, Public Health and Safety Engineering, Architecture

Delineator, Graphic Artist, Land Surveyor, Transportation Engineer/Civil, Water Resources Engineer, Structural Engineer, Utilities Engineer, Electrical Engineer, Telecommunication Engineer, Engineering Geologist, Sanitary Engineer, Air Resources Engineer

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**FISCAL, MANAGEMENT AND STAFF SERVICES:**

Financial, General Administrative Services, Institution Administrative Services, Administrative Assistance, Health Administration Business and Office Management, Materials Acquisition Services, Property Appraisal and Acquisition, Personnel, Management and Budget Analysis, Electronic Data Processing, Actuarial, Research and Statistics, Public Relations, Public Information, Exposition, Student Employment

Auditor, Bank Examiner, Business Tax Representative, Accountant, Environmental Planner, Transportation Planner, Staff Services Manager, Staff Services Analyst, Associate Governmental Program Analyst, Legal Analyst, Disability Evaluation Analyst, Business Services Officer, Right of Way Agent, Property Agent, Associate Personnel Analyst, Expert Examiner, Associate Management Auditor, Associate Budget Analyst, Data Processing Manager, System Software Specialist, Information Systems Analyst, Computer Operator, Research Analyst

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**LEGAL:**

General Legal, Attorney General, Legislative, Department Legal Staffs, Hearing Officers and Referees

Legal Counsel, Staff Counsel, Tax Counsel, Deputy Attorney General, Administrative Law Judge, Hearing Officer

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**MECHANICAL AND CONSTRUCTION TRADES:**

General Labor, Water Resources, Road Construction and Maintenance, Mechanical Equipment Operations, Hydroelectric Maintenance and Operation, General Building Trades, Building and Grounds, Miscellaneous Equipment Construction, Marine Trades, Institutional Industries, Printing Trades

Laborer, Painter, Carpenter, Building Maintenance Worker, Caltrans Highway/Landscape Maintenance Worker, Warehouse Worker, Caltrans Equipment Operator, Auto Equipment Operator, Maintenance Mechanic, Stationary Engineer, Park Maintenance Worker, Commercial Vehicle Inspector, Automobile Mechanic

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**MEDICINE AND ALLIED SERVICES:**

Institution and Medicine, Public Health Medicine, Medical Examining, Dentistry, Project Research, Medical Subsidiary, Chemistry, Nursing Service, Special Therapeutic, Health Treatment, Health Education

Psychiatrist, Physician & Surgeon, Medical Consultant, Dentist, Public Health Microbiologist, Pharmacist, Health Facilities Evaluator Nurse, Public Health Chemist, Registered Nurse, Psychiatric Technician, Licensed Vocational Nurse, Hospital Worker, Rehabilitation Therapist



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**STATE EMERGENCY DISASTER PROGRAM:**

Planning, Emergency Law Enforcement, Emergency Fire and Rescue

Emergency Services Coordinator/OES, Disaster Worker Clerical Services, Disaster Worker Specialty Services, Disaster Worker Staff Services

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**REGULATORY AND PUBLIC SAFETY:**

Police and Law Enforcement, Criminal Identification and Investigation, Special Investigator, Field Representation, Inspection

Officer/CHP, Fish & Game Warden, Hospital Peace Officer, State Fair Police Officer, Criminal ID Specialist, Special Agent, Special Investigator, Fraud Investigator, Manager DMV, Motor Vehicle Field Representative

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**SOCIAL SECURITY AND REHABILITATION:**

Employment Security, Insurance, Social Services, Employment Relations, Correctional and Group Supervision (Institution), Parole, Rehabilitation

Employment Program Representative, Workers Compensation Insurance Representative, Licensing Program Analyst, Youth Correctional Counselor, Youth Correctional Officer, Parole Agent, Correctional Officer, Medical Technical Assistant, Vocational Rehabilitation Counselor

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**BROAD BAND:**

Positions classified by levels of job performance and competency necessary to perform the work (currently used by the Legislative Counsel Bureau in their Legislative Data Center)

Information Technician I, Range A, B, & C, Information Technician II, Range A & B, Information Technology Specialist I, Range A, B, C, D, & E, Information Technology Specialist II, Information Technology Specialist III, Information Systems Supervisor I, II, III, & IV, Information Systems Manager

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**C.E.A. CLASSIFICATIONS:**

High administrative and policy influencing positions

Career Executive Assignment